

Organization: Mid-Level Managers Meeting Date: March 20, 2013

# in Attendance: 42

- I was fortunate to hire two new inspectors recently, but as soon as one heard budget cuts, question was am I going to be layed off.
- If Committee recommends to council to increase/decrease with home values, can it be protected (in a charter) so it continues in the future?
- WAE employees are hearing hours are going to be reduced to under 27 hours per week due to health care.
- I had a conversation with an employee recently and he is concerned that over the course of last 4-5 years he is down 25% and can't recover. If we get raises, how do we get back to normal for future years.....or is that something that we can't go back to?
- Average 2% increase is basically bringing us back to where we were in December (2% social security issue), then health insurance, are we going to have to go back to pay for group life insurance, etc. so our increase is eaten up.
- A couple of years ago when we merged departments, I asked about the health care. Does the city have the option to go under the state program? Have we looked at it or is it an option?
- Can we have employee plus one, or a minor? (question often asked)
- Has the national health care reform had any affect?
- When we got really nice raises I used to put 1% in retirement. Is there a possibility to look at to allow VRS to get someone else to manage your portfolio. State opened up to outside agencies to come in and manage portfolio, so I am told.
- Why are you not cutting certain departments? (frequently asked question)
- I'll have employees go on the website to look up their position in other cities and see their position higher -- is there going to be a study to compare positions?
- Are we going to continue with the personal day per quarter?
- If you do keep quarterly days, I strongly keep implementation policy of a lead time frame to take the time off.
- It is a substantial cost for operations for a personal day off.
- Is there a rule that you cannot take a personal day in conjunction with leave?
- You mentioned \$1000 in pay, is that in base salary, would that affect your retirement?
- City Manager has been very open with surveys, etc. can employees do the poll.
- Would you have options in splitting raises either up front or spread over year.
- Could we look at easing the restrictions on the leave donation program so more can be donated than the 24 hours?
- Could change to a percentage limit instead of hour limit on leave donations.
- The 30 hour a week maximum for WAEs is that for permanent part time as well?